

**United Steelworkers of America v. Manchester Water Works**, Decision No. 2015-225 (Case No. G-0058-23).

The Union filed an unfair labor practice complaint claiming that the Manchester Water Works (MWW) violated RSA 273-A:5, I (a), (e), (g), (h), and (i) by improperly refusing to impact bargain the MWW's decision to install GPS devices on certain MWW vehicles operated by bargaining unit employees. The MWW denied that it was obligated to impact bargain and argued that the GPS devices were installed for purposes of efficiency and safety and have not changed or impacted working conditions to a degree that required it to engage in impact bargaining demanded by the Union.

The PELRB found that the GPS technology had a sufficient impact on working conditions and the terms and conditions of employment and that the MWW violated RSA 273-A:5, I (e) and (g) when it refused to impact bargain. The MWW was ordered to bargain with the Union in good faith over the impact of the GPS devices on working conditions and to post the decision in a conspicuous place where unit employees work for 60 days. The Union's request to restore "the status quo ante" was denied.

***Disclaimer: This summary is intended to provide a brief description of the issues in this case and the outcome. The summary is not a substitute for the decision, should not be relied upon in place of the decision, and should not be cited as controlling or relevant authority in PELRB proceedings or other proceedings.***